



Consultation At Work Consultation At Work

International Labour Office



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Management Consulting International Labour Office, 2002 New topics covered in this edition include e business consulting consulting in knowledge management total quality management corporate governance social role and responsibility of business company transformation and renewal and public administration Handbook of Mental Health Consultation ,1986 **Consultation Theory and Practice** Christine Anlauf Sabatino, 2014-03-28 This book adapts June Gallessich's 1982 consultation theory and practice framework that defines consultation in specific terms and discusses six consultation models It provides school social workers with the knowledge skill and confidence to develop and implement consultation services that help school personnel become more effective in their professional work **Start and Run a Profitable Consulting Business** Douglas A. Gray, 2004 Every year the demand for consultants of all kinds increases as organisations become leaner and more compact and outsourcing more commonplace This fully revised new edition provides essential information and practical step by step guidance on starting and developing a successful consulting practice It contains expert advice on the process of consultancy in terms of marketing and selling activities and how to conduct assignments Also covered is how to run a consultancy as a business including setting up business planning record and administrative systems and legal taxation and insurance considerations Essential reading for the would be consultant it has much to offer the established practitioner too **Consultation Skills for Mental Health Professionals** Richard W. Sears, John Rudisill, Carrie Mason-Sears, 2012-06-26 Consultation interventions are an increasingly popular alternative to clinical practice allowing the practitioner to interact with and affect many different individuals and organizations This type of work challenges mental health professionals drawing on all the skills and resources they may possess yet also offers some of the greatest rewards and opportunities for service Filled with numerous case examples and checklists *Consultation Skills for Mental Health Professionals* contains a wealth of information on this important area of practice It provides a comprehensive source for working with a diverse clientele in a variety of settings discussing both traditional mental health consultation models and the fast growing field of organizational consulting The guide is divided into four parts Individual Level Consulting Issues takes up individual career assessment and counseling along with how organizational contexts affect individual jobs leadership management and supervision executive assessment selection interviewing and development and executive coaching Consulting to Small Systems discusses working with teams and groups planning and conducting training and teambuilding diversity in the workplace and in consultation Consulting to Large Systems covers how to work with large organizations including organizational structure terms culture and concepts as well as processes such as change and resistance how to assess organizations and the characteristics of healthy and dysfunctional workplaces and issues involved in organizational intervention Special Consulting Topics include issues such as the practical aspects of running a consulting practice the skills required for successful clinical consultation consultation services for special populations and crisis

consultation including critical incident stress management psychological first aid disaster recovery media communication and school crisis response *Consulting Skills for Social Researchers* Simon Haslam,2017-07-21 Consulting skills help researchers frame and define research projects manage the social research process engage with stakeholders and influence change This practitioner oriented text is the first to help social researchers and those active in the social research sector develop these skills Drawing from the International Council of Management Consulting Institutes consulting competence framework it will aid understanding of effective consulting skills in the UK and international social research community and will be invaluable for all those commissioning managing and conducting social research Human Performance Consulting James S. Pepitone,2009-11-03 New rules require a new game plan More than 80% of today s workforce comprises knowledge and service based workers rendering obsolete the conventional understanding of organizational performance New work roles require new managerial skills and methods This innovative book shows how new human performance specialists can mold and construct work situations that enhance performance productivity and profits The methods go beyond individual improvement and show how to create and sustain work situations that foster high levels of performance Human Performance Consulting presents a comprehensive framework for designing and implementing highly effective results orientated programs that improve employee performance It gives managers and human performance professionals proven methods for boosting any organization s workforce productivity and operational performance and without huge capital expenditures high profile programs and major upheavals James Pepitone describes the role of the internal performance consultant and explains how these individuals can add financial value to any organization by guiding human performance improvement Case studies and examples give you a solid foundation for identifying and diagnosing performance problems Step by step instructions supply guidelines for working with existing management to make skillful changes that will improve performance and add measurable value Flawless Consulting Peter Block,2023-04-19 An expert discussion of the timeless fundamentals and latest tools that form the foundation of successful influencing Renowned consultant and author Peter Block delivers the latest and fourth edition of his best selling Flawless Consulting an intuitive and insightful step by step guide to the five phases of effective consulting The book offers a deep exploration of the skills tools and behaviors required to successfully influence others You ll see exactly what you need to say and do to help others achieve their goals whether you are an internal or external consultant or anyone in a leadership position who wants to build effective partnerships in business healthcare education or community work Along with newly updated examples case studies stories and suggestions for putting the flawless consulting process into everyday practice you ll find A new section for consultants living in a highly virtual world that explains how to achieve authentic engagement with your clients in virtual and hybrid environments Invaluable information for leaders and internal consultants operating within their organizations Concise and digestible techniques for successful contracting and discovery For over 40 years Flawless Consulting has been the go to guide to building trust and

structuring meaningful partnerships with others for greater influence and impact This latest edition ensures that the book will remain the gold standard in the industry for many years to come *Consulting with Nonprofits* Carol A. Lukas,1998 At last A comprehensive guide to the art craft and business of consulting with nonprofits and community groups Nonprofit consulting requires specialized skills and knowledge of how the sector works This guide gives you the resources and tools to help you provide quality assistance throughout your career experienced consultants will find it an invaluable reference new consultants will get oriented to the sector and find step by step guidance through the entire process technical specialists will gain insights into the larger processes that shape nonprofit organizations for profit consultants and business sector volunteers will discover how to shift their expertise to match the unique culture of nonprofit and community work students in public administration organization development and nonprofit management will find it a useful guide for fieldwork service projects or future career search With this illustrated guide you get an overview of the nonprofit sector and unique elements of consulting with nonprofits the six stage process of consulting with concrete steps and challenges in each stage the art of consulting including roles dynamics and ethics lessons from the field stories from thirty skilled consultants offering sage advice on common challenges from setting up contracts to cross cultural consulting to choosing a consulting role that matches the client s needs when team consulting makes sense key differences between internal and external consulting how to run your business marketing your services setting fees estimating costs and billing managing your career growth working with funders nine worksheets sample proposals professional standards annotated bibliography and much more

Consultation for Organizational Change Revisited David W. Jamieson,Robert C. Barnett,Anthony F.

Buono,2016-03-01 As a follow up to a 2010 volume on organizational change related consulting the book continues to push our thinking about the dynamics involved in consulting with change leaders and intervening in the change process Consulting for organizational change is a special type of consultation with its own complex set of conditions and needs for a broad range of skills and competencies which include distinct needs for the client consultant relationship superior consulting facilitation skills an expertise in human and organizational systems and as emphasized in the volume the masterful use of self As with our prior edited collection this volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organization Development and Change book series The dual focus is intended to reflect the importance of quality consulting for change across both the management consulting and Organization Development OD fields It follows a long history of interest in how consulting affects organization change what works and perhaps most importantly for generating theory and insight into the change process why it works The book contains fourteen chapters that frame the changing nature of the organizational change challenge explore the use of self in intervening in organizations and examine different change frameworks and perspectives sharing various reflections and personal insights into the underlying challenges of consulting to bring about organizational change Our underlying goal is to advance the theory and practice of

effective organizational change consultation stimulating thinking and discussion among change practitioners and researchers so that this work and profession continue to grow and evolve

ENDORSEMENT Consultation for Organization Change Revisited offers a clear map of the dominant thinking about how consultants intervene to help organizations create an alternative future It nicely answers the question of What is Organization Development It also has a memory so that you see the arc of the field over time which gives an important perspective Organization change is complicated work this book makes it clearer

Peter Block Author of Flawless Consulting

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